

KTVU/KICU IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: August 1, 2018 – July 31, 2019

Station's Comprising Station Employment Unit: KTVU/Fox 2 & KICU-TV – Oakland, CA

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Account Executive	8/27/18	Simply Hired
Sales Assistant	9/11/18	KTVU.com
Traffic Assistant	9/11/18	KTVU.com
Creative Services Coordinator	9/24/18	Employee referral
News Producer	10/1/18	Internal hire
Reporter	10/8/19	FOX Career Website
Executive Producer News Promotion	11/19/18	Indeed
Account Executive	11/19/18	Employee referral
Sales Assistant	11/19/18	Employee referral
News Producer	12/3/18	Internal hire
News Producer	12/31/18	FOX Career Website
Digital Sales Manager	3/11/19	KTVU.com
Traffic Assistant	3/25/19	CAL Jobs
Broadcast Technician	3/25/19	Internal hire
News Producer	4/22/19	Indeed.com
Account Executive	5/6/19	KTVU.com
Assignment Desk Editor	5/6/19	KTVU.com
Web Producer	5/8/19	Internal hire
News Editor	5/22/19	Internal hire
Web Producer	6/5/19	Employee referral
Traffic Assistant	7/1/19	Indeed.com
Administrative Assistant	7/15/19	Employee referral
News Producer	7/15/19	FOX Career Website

Total Number of Persons Interviewed During Applicable Period: 111

Job Postings - When a position becomes available, it is the general practice of the Station to internally post the job opportunity for all station personnel so they may apply for consideration for these positions. The notices list the titles and requirements for the positions. These job opportunity/postings are also sent to various community outreach groups, schools, and universities as well as other FOX Owned & Operated Stations across the country. In addition, station openings are sent to www.21CF.com/careers and Foxcareers.com when the position is posted to the www.ktvu.com or www.kicu.com websites.

WNYW/WWOR	WAGA	KMSP/WFTC
205 E 67 th St	1551 Briarcliff Rd, NE	11358 Viking Dr

New York, NY 10065	Atlanta, GA 30306	Eden Prairie, MN 55344
KTTV/KCOP	KSAZ/KUTP	WOFL/WRBW
1999 S Bundy Dr	511 W Adams St	35 Skyline
Los Angeles, CA 90025	Phoenix, AZ 85003	Lake Mary, FL 32746
WFLD/WPWR	KRIV/KTXH	WTFX
205 N Michigan Ave	4261 Southwest Freeway	330 Market St
Chicago, IL 60601	Houston, TX 77027	Philadelphia, PA 19106
WJBK	WTVT	KDFW/KDFI
16550 W Nine Mile Rd	3213 W Kennedy Blvd	400 N Griffin St
Southfield, MI 48075	Tampa, FL 33609	Dallas, TX 75202
WJZY/WMYT	WTTG/WDCA	KTBC
3501 Performance Rd	5151 Wisconsin Ave NW	119 E 10 th St
Charlotte, NC 28214	Washington DC 20016	Dallas, TX 78701
WOGX	Fox Station Sales	KTVU/KICU
1551 SW 37 th St	810 7 th Ave #7	2 Jack London Square
Ocala, FL 34474	New York, NY 10019	Oakland, CA 94607

Section 2: Recruitment Source Information

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Station Website: www.ktvu.com 2 Jack London Square Oakland, CA 94607 M. Toy (510) 834-1212	16	All Positions
Alameda County Youth Development * 1651 Adeline Street, 2 nd floor Oakland, CA 94607 Felicia Nelson (510) 832-4544		All Positions
Berkeley City College * Career & Transition Center 2050 Center Street Berkeley, CA 94704-1205 Paula Coil (510) 981-2811 pcoil@peralta.edu		All Positions
Bay Area Black Journalists 1714 Franklin Street, #100-260 Oakland, CA 94612 Ellison Horne (510) 464-1000		All Positions
California Chicano News Media Assoc. USC Annenberg School of Journalism 725 Arizona Avenue, Suite 102 Santa Monica, CA 90401-1734 Sylvia Wells (213) 821-0075		All Positions
Cal JOBS & California Employment Development Dept www.caljobs.ca.gov (800) 758-0398	1	All Positions
Fox Careers website	5	All Positions

21CF Career website	10	
Center for Independent Living * 3075 Adeline Street, Suite 110 Berkeley, CA 94703 Paul Cortopassi 510-841-4776 pcortopassi@cilberkeley.org		All Positions
Center for Integration & Improvement of Journalism at S.F. State University 1600 Holloway Avenue San Francisco, CA 94132 Cristina Asocar (415) 338-2083 casocar@sfsu.edu		Account Executive, Sales Assistant, Traffic Assistant, Promotion Coordinator, News Producer, Reporter, Executive Producer of News Promotion
Centro de Servicios 525 H Street Union City, CA 94587 Maria Vivas (510) 489-4100		All Positions
College of Alameda Disabled Students Center 555 Atlantic Isilva@peralta.edu Alameda, CA 94501 Larry Silva (510) 748-2328		All Positions
Commission on Status of Women 25 Van Ness Avenue, Room 130 San Francisco, CA 94102 dosw@sfgov.com Cynthia Vazquez (415) 252-2570		All Positions
Connections (Women in Business) * P.O. Box 11277 Santa Rosa, CA 95406-1277 M. Matson (707) 522-9399 admin@connectionsca.com	1	All Positions
Eastbay Works Career Center (Nova) 4071 Port Chicago Highway, Suite 250 Concord, CA 94520 Claire Marchiano (925) 671-4500 Employerservices@novaworks.org		All Positions
Evangel University * 1111 No. Glenstone Springfield, MI 65802 Donna Trower careerservices@evangel.edu		All Positions
Experience Unlimited * Employment Development Department 745 Franklin Street San Francisco, CA 94102 Sylvia Gonzales (415) 771-1776		All Positions
Filipino Community Center 4681 Mission Street San Francisco, CA 94112 Darah Macavaey (415) 333-6267 info@filipinocc.org / darah@filipinocc.org		All Positions
Family Service Agency Senior Employment Program 24 Second Avenue San Mateo, CA 94401-3828 Brenda Brown (650) 403-4300 bbrown@peninsulafamilyservice.org		All Positions
Foothill Community College Internships & Apprenticeships		All Positions

12345 El Monte Road Los Altos Hills, CA 94022 Phuong Tran (650) 949-7777 tranphuong@foothill.edu		
Gaylord College of Journalism, Univ of OK Native American Journalists Association 395 W Lindsey Norman, OK 73019-4201 (405) 325-9008		All Positions
Japanese American Citizens League * 1765 Sutter Street San Francisco, CA 94115 Patty Wada (415) 345-1075 sfjacl@yahoo.com		All Positions
Job Train * 1200 O'Brien Drive Menlo Park, CA 94025 Jasmine Baluyot (650) 330-6429 jbalyot@jobtrainworks.org		All Positions
La Opinion (Nat'l Assoc Hispanic Journalists) * 700 S Flower Street, Suite 3000 Los Angeles, CA 90017-4217 Antonio Rentas (213) 896-2333		All Positions
Laney College Disabled Students * Workability III Program, Room E-253 900 Fallon Street Oakland, CA 94607 Elissa Jaw (510) 464-3562		All Positions
Laney College Student Employment Services Center 900 Fallon Street, Room 300 Oakland, CA 94607 Elissa Jaw, (510) 834-5740 mleech@peralta.edu rzion@peralta.edu	1	All Positions
Media Line 1209 Wood Valley Road Augusta, CA 30909 Rich Everitt/Don Matthews (706) 364-7564 medialine@medialinecom	2	All Positions
Merritt College Career Center 12500 Campus Drive Oakland, CA 94619 (510) 531-4911		All Positions
Merritt College Workability III, T30C 12500 Campus Drive, Bldg R-4 Oakland, CA 94619 Ron Nelson (510) 436-2429		All Positions
Michael Chavez Center for * Economic Opportunity 2699 Monument Blvd, Unit G Concord, CA 94520 Janeth Cortez (925) 682-8248		All Positions
Mission Language Vocational School 2929 19th Street San Francisco, CA 94110 Elsy Tadeo (415) 648-5220 Elsy.mlvs@gmail.com		All Positions
NATAS Nor Cal Chapter *		All Positions

4317 Camden Avenue San Mateo, CA 94403-5007 Daryl Compton (650) 341-7786 office@emmysf.tv		
National Arab American Journalists P.O. Box 2127 Orlando Park, IL 60462 Ray Hanania		Account Executive, Sales Assistant, Traffic Assistant, Promotion Coordinator, News Producer, Reporter, Executive Producer of News Promotion
Oakland Chinese Community Council 168 Eleventh Street Oakland, CA 94607 Denver Yu (510) 839-2022		All Positions
Ohlone College, TV Dept 43600 Mission Blvd Fremont, CA 94539 Gary Kauf (510) 659-6000		All Positions
One Stop Career Center * (Private Industry Council) 1212 Broadway, Suite 300 Oakland, CA 94612 M Norman (510) 383-3602 mnorman@oaklandpic.org		All Positions
Peralta Colleges Television 900 Fallon Street Oakland, CA 94607 (510) 466-7200 pcrabbtree@peralta.edu		All Positions
Port of Oakland * 530 Water Street Oakland, CA 94607 (510) 627-1100 msandifur@portoakland.com		All Positions
Business Round Table * 8517 Earhart Road Oakland, CA 94621 (510) 568-6302 bash@BABRT.org		All Positions
Regional Technical Training Center * 8517 Earhart Road Oakland, CA 94621 Evita Thornton (510) 444-6441 rtccadmin@rttc.us		Account Executive, Sales Assistant, Traffic Assistant, Creative Services Coordinator, News Producer, Reporter, Executive Producer News Promotion, News Producer
SF State University 1600 Holloway Avenue, SF 94132 (415) 338-1761 Nicole Trinidad Taylor cazocar@sfsu.edu , telleon@sfsu.edu	2	All Positions
Services for Brain Injury * 60 Daggett Drive San Jose, CA 95134-2108 Karen Strasilla (408) 715-2205 kstrasilla@sbicare.org		All Positions
San Jose State University School of Journalism & Mass Comm One Washington Square San Jose, CA 95192-0055 Bob Rucker/Darla Belshe/Kenny Blasé		All Positions

(408) 924-1000 journalism@sjsu.edu		
Solano Community College Career Center 4000 Suisun Valley Blvd. Suisun, CA 94585 careercenter@solano.edu (Zafer Sun)		All Positions
Spectrum Community Services * 2817 Barrington Court Hayward, CA 94545-1100 Benny Valles (510) 881-0300		All Positions
Swords to Plowshares 1060 Howard Street San Francisco, CA 94103 Teresa Livingston (415) 252-2570 tlivingston@stp-sf.org , janae.thomas@stp.sf.org sarah.edwards@stp.sf.org samuel.brown@stp.sf.org		All Positions
The ARC San Francisco 1500 Howard Street San Francisco, CA 94103 Kristen Hickey Pederson (415) 255-7200 khickey@thearcsf.org		All Positions
University of San Francisco Dept. of Media Studies 2130 Fulton Street San Francisco, CA 94117 Lydia Fedulow media.studies@usfca.edu		All Positions
George Mason University * Dept of Communications/Robinson A, 121A 4400 University Drive, MS 3D6 Fairfax, VA 22030 Beth Jannery		All Positions
The No Whining Talent Group * Carolyn Kane (817) 987-3600 carolynkane@thenwtgroup.com		Reporter
Napoli Management 8844 W. Olympic Blvd Suite 100 Beverly Hills, CA 90211-3697 (310) 385-8222 nqm@tvtalent.com		Reporter
The David Crane Agency 124 Ammons Drive Raleigh, NC 27615-6501 Steve Swienckowski		Reporter
N.S. Beinstock 250 W. 57 th Street New York, NY 10107		Reporter
Abrams Artists Agency 275 7 th Avenue, 26 th Floor New York, NY 10001 Mark Turner		Reporter
Collective Talent * bille@michaelsmedia.com		Reporter
Association of LGBT Journalists		All Positions

2120 L Street NW Suite 850 Washington, DC 20037 (202) 588-9888 info@nljja.org		
Latino Journalists of California ASU Walter Cronkite School of Journalism & Mass Communication 725 Arizona Ave Suite 206 Santa Monica, CA 90401 (424) 229-9482 ccnmainfo@ccnma.org		All Positions
Media Recruiter 9457 S University Blvd #303 Highlands Ranch, CO 80216 (303) 400-5150 Art Scott		Account Executive, Digital Sales Manager
Spots n Dots, SND Publishing LLC 600 W Peachtree St NW Suite 350 Atlanta, GA 30308 (888) 884-2630 Gene McKay ads@spotsndots.com		Account Executive
www.indeed.com 177 Broad Street, 16 th floor Stamford, CT 06901	20	No postings – this website “scrapes” from other websites.
www.simplyhired.com Sunnyvale, CA	1	No postings – this website “scrapes” from other websites.
Veterans Job Exchange 187 Ballardvale St #B110 Wilmington, MA 01887		All Positions
Vet Central (US Jobs) Direct Employers Association Inc 9002 N. Purdue Road Suite 100 Indianapolis, IN 46268 866-268-6206	1	All Positions
Internal Applicants	13	
Employee Referral	21	
Industry Referral	1	
TV Jobs P.O. Box 4116 Oceanside, CA 92052 (760) 754-8177		All Positions
Caminar for Mental Health * 2600 El Camino Real, Suite 200 San Mateo, CA 94403 Mark Gavartin 650-393-8952 markg@caminar.org , katiem@caminar.org		All Positions
Northwestern University/Medill * Career Services 1845 Sheridan Road Evanston, IL 60208 John Donahue medillcareerservices@northwestern.edu		All Positions.

YWCA of Silicon Valley 375 S. 3 rd Street San Jose, CA 95112 Jocelyn Flores 408-295-4011 HR@ywca-sv.org		All Positions
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* Asterisk notes recruitment sources that requested job notification announcements.

In addition to the above recruitment source information, employment opportunities are sent to the Human Resources contact for each owned and operated Fox Television Station nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

We also interviewed 16 candidates from an outside talent agency (Eatman), Linked In, Entertainment Careers, and various Job Boards.

Section 3: Supplemental Outreach Activities

KTVU/KICU regularly participates in national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations and the job opportunities and internship/mentoring programs available with our group. During this reporting period KTVU/KICU participated in the following national job fairs: 8/1-8/3/18: The National Association of Black Journalists Convention & Job Fair in Detroit, MI was attended by FTS O&O Group Regional Human Resources Director, Iris Sierra, WJBK Human Resources Director, Cynthia Smith, WJBH News Director, Kevin Roseborough and WFLD News Director, Matt Piacente. 8/8-8/11/18: The Asian American Journalists Association Convention & Job Fair in Houston, TX was attended by KMSP/WFTC Human Resources Director, Kate O'Hara, WJZY Human Resources Director, Karen Bouldin and KRIV News Director, Susan Schiller. 9/27-9/28/18: The Excellence in Journalism Conference in Baltimore, MD was attended by WNYW/WWOR Human Resources Director, Roselyn Barranda, WFLD/WPWR Human Resources Director, Sharming Scott-Nathan and WTTG/WDCa News Director, Paul McGonagle. 2/28/19: The Howard University Career Fair in Washington DC was attended by WTTG Executive Producer, April Williams, the FTS O&O Group Human Resources Director, Heather Frascella and the FOX Station Sales Human Resources Director, Bonnie Yuen. 7/10/19: The Emma Bowen Career Fair in New York was attended by WNYW/WWOR Human Resources Director, Roselyn Barranda and Fox Station Sales Human Resources Director, Bonnie Yuen.

Internship Program: KTVU/KICU has an internship program that provides opportunities for individuals enrolled in colleges and universities to receive academic credit for internships at KTVU/KICU. The program is structured to give students the opportunity to receive instructions and training from broadcasting professionals in an authentic work situation. The interns have the opportunity to participate in daily operations of various departments and develop skills that will be useful in their job search following graduation. The students work approximately 16 – 24 hours per week and receive college credit upon successful completion of their internship. Generally, internships are available in News and Community Affairs. During the reporting period, the Stations' Human Resources Manager, Chris Nohr and Program Administrator, Lisa Yokota, provided internships for 14 students. One of these interns was later hired as a Part Time Assignment Desk Editor during the reporting cycle.

Employee Enrichment/Training: KTVU/KICU conducts employee training throughout the reporting cycle to increase current skills and enable the staff to be more effective in their positions. This training included: Hazardous materials business plan, hazardous waste handling and spill prevention control and countermeasure from Environmental Management Consultants for Maintenance Engineers, Video Switcher training by Grass Valley Inc for all Maintenance Engineers, Unreal dimensions in Design and VR and how to make music work in promos for an Executive Promo Producer at Promax, how to hire the best candidate by a Creative Services Director at Promax, Writing, Researching and Photography at Investigative Journalism Conference for Investigative reporters and a photographer, Ignite director training for newscast directors, Dataminr (digital content aggregator) training for Assignment Desk Editors and News Producers.

"Career Awareness"/Station Tours: Throughout the reporting period, KTVU/KICU conducts station tours for various groups to explain television broadcast operations and careers. A total of 28 tours were conducted during this reporting period with a total of over 272 outside participants. Attendees included elementary and middle school students and teachers from Hip Wah Chinese Culture School in Oakland, a group from Leadership San Leandro, a group from Leadership Oakland, a group from the City of Piedmont, college interns from the Port of Oakland internship program, meteorologists from the U.S. Weather Service, high school students from Antioch High School Media Tech Academy, elementary students from St. Joseph's in Alameda, students from Matthew Turner Elementary and Benicia Middle school. In addition, some individual students were given tours and informational interviews for school projects.

"Career Awareness"/Student & Community Outreach Program: Throughout the reporting period, KTVU/KICU participated in student and community outreach programs to various elementary/middle and high schools; colleges and community groups to promote broadcast objectives and broadcasting career opportunities. KTVU/KICU participated in events held at local schools/colleges/community group events and 19 employees presented information about the television industry and career opportunities in broadcasting. A few of the major events

participated in by KTVU were the Oakland Athletics Weather Education Day at the Oakland Coliseum to approximately 2500 middle and high school students from all over the SF/Oakland Bay Area, Kids' Country Summer camp in San Ramon presentation on how to make a newscast for elementary school students, review and critique of college students' work at the Graduate School of Journalism at University of California in Berkeley, San Francisco State University presentation to Broadcast and Electronic Communications Arts college students, Liberty High School in Brentwood presentation about TV news to a high school journalism class, Santa Clara County Sheriff's Office media panel presentation, emcee for Fremont Education Association Fundraising Gala, presentation about media careers to Vietnamese Association of Professional Women's Scholarship event and keynote speaker at the American Indian Model School promotion ceremony.

WWW.KTVU.COM and WWW.KICU.COM serve the community by providing Californians with the latest news, weather, and traffic information including breaking news, severe weather alerts and traffic jams. Through this vital and active tool, news and information is widely disseminated. Station information available on our websites includes: internship program, employment opportunities and the Annual EEO Public File Report. In addition, the website also has direct links to many national sites. Our websites attract approximately 4.1 million page views and over 1.3 million unique visitors per month.

Community Board participation: KTVU/KICU participates, with other community leaders, on the following community boards: A KTVU employee is President of the local chapter of NATAS (National Association of Television Arts and Sciences). As President this employee worked with NATAS during the reporting period to rework the NATAS Mentor Match Program connecting members in smaller TV markets with members at stations in larger markets. This employee is also on the National NATAS Education Scholarship Committee. A KTVU employee is on the Advisory Committee for Youth Beat Radio, a Peabody award winning non-profit media production company and teaching institute that prepares diverse young people for the 21st century digital workplace. TVHO HR President, Jean Fuentes, is on the Board for the Emma Bowen Foundation.